Reimagining Public Safety: BerkDOT

Agenda
1. Why BerkDOT?
2. Process and Input to Date
3. Organization and Staffing
4. Approaches to BerkDOT and Racial Justice Lens
5. Getting input
Why BerkDOT?

1. Racial Justice in services, staffing, and outcomes
2. Equitable Mobility regardless of race, age, gender, wealth, or ability
3. Safety from traffic/institutional/economic violence
4. Public and Environmental Health

Advancing BerkDOT

1. Consider existing transportation functions and their organization
2. Leadership and vision
3. Reduce silos and align goals and responsibilities between transportation functions
4. Don’t lose what is already working
Timeline

July 2020
Council Referral

February 18 2021
TC Presentation

February 23
Fair & Impartial Policing Working Group’s Recommendations to City Council

March 4
PWC Presentation

Staff/BerkDOT Coalition Meetings

Consultants, Interviews, Best Practices Research

Task Force Ramping Up

NICJR and Task Force Ramping Up
Current Public Works Department Structure

City Manager

Public Works Director

Transportation
- Management Analysis & Admin.
- Parking & Maintenance
- Traffic Engineering & Maintenance
- Transportation Planning & Safety
- Capital Projects

Engineering
- Engineering
- Disability Services

Administration

Solid Waste & Recycling
- Solid Waste
- Recycling

Operations
- Facilities
- Equipment
- Streets and Utilities
## Staffing: ~100 Positions, $50M

<table>
<thead>
<tr>
<th>Function</th>
<th>Staffing</th>
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<tbody>
<tr>
<td>Transportation</td>
<td>43 FTEs in PW</td>
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<tr>
<td>Traffic Bureau</td>
<td>4 motor officers, 1 Lt., 1 Sgt, 1 Admin Analyst in PD</td>
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<tr>
<td>Crossing Guards</td>
<td>3.7 FTEs = 15 part timers in PD</td>
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<tr>
<td>Parking Enforcement</td>
<td>24 FTES in PD</td>
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<tr>
<td>Engineering/paving</td>
<td>2.5 FTEs in PW</td>
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<tr>
<td>Streets/lights/sidewalks</td>
<td>19.75 FTEs in PW</td>
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Three Organizational Approaches to BerkDOT

A. BerkDOT Division in Public Works
   - City Manager
   - Public Works
     - Engineering Division
     - BerkDOT

B. BerkDOTI Department
   - City Manager
   - BerkDOTI
     - Engineering Division
     - Transportation Division

C. BerkDOT Department
   - City Manager
   - Public Works
     - BerkDOT
Evaluating the Approaches

**Racial Justice:** Do any of these approaches uniquely advance our transportation policy, programs, and infrastructure to advance racial justice and equity?

**Mission/Vision:** Do any of the options present an opportunity to clarify departmental mission or advance strategic priorities?

**Prioritization/Coordination:** Which approach balances these two important principles?

**Shifting Functions:** Do any of these approaches facilitate function shifting well?

**Costs and Implementation:** Next page
Evaluating the Approaches: Implementation Risk & Transition Costs

- Higher Implementation Risk
- Higher Transition and Ongoing Costs

A: BerkDOT Division in Public Works
B: BerkDOTI Department
C: BerkDOT Department
Racial Justice Lens

Working Definition

Ensuring a racial justice lens in transportation policy, programs, and infrastructure would mean that all decisions, procedures, and guidelines that govern transportation in this City would affirmatively work to reduce the burdens of racial inequities and mitigate structural harm put on people of color, and create streets where people are safe, experience belonging, and can thrive.
Racial Justice Lens in the Organizational Structure

A  Racial Justice & Equity Division within BerkDOT

- BerkDOT

- Other Divisions:
  - Transportation Engineering & Design
  - Parking Services
  - Planning & Programming
  - Maintenance & Repair

B  Deputy Director of Transportation, Racial Justice, & Equity

- BerkDOT Director

- Deputy Director of Transportation, Racial Justice, & Equity

- All Divisions
Phase 1: July 1, 2021-June 30, 2022

Ongoing
Coordinate with PD on implementation of precision policing and major v. minor stops. Monitor state legislative proposals and be prepared to engage and advocate for automated enforcement.

Jun 2021
Proposed budget includes Deputy Director of Transportation, Racial Justice, and Equity.

Jul
Opinion and/or intercept surveys to solicit input on BerkDOT.

Dec
Submit budget request in AAO#1 for expert support on Racial Justice and Equity Action Plan, Part 1, focused on staff and career pathways.

Jan 2022
Berkeley Division of Transportation stood up as BerkDOT with lead Deputy Director of Transportation, Racial Justice, and Equity.

Jun
Potential budget proposals implementing various aspects of BerkDOT and submit request for new Vision Zero staff member to coordinate with PD on data sharing and collision analysis.
Phase 2: July 1, 2022-June 30, 2023

| Jul 2022 | Report to City Council on results of legislative advocacy on civilian traffic enforcement and automated enforcement, and if automated enforcement on speeding enabled by change in state law, plan for implementing. |
| Jan 2023 | City Council discusses possibility of creating civilian traffic unit. This discussion and deliverable is wholly dependent on state law changes permitting such action. |
| Jun      | Report to Transportation Commission on equity of City's existing parking fines and rates, and possible revisions. |
Phase 3: July 1, 2023-June 30, 2025

Dec 2023  Complete *Racial Justice and Equity Action Plan, Part 2*, focused on programs, services, and projects.

Jun 2024  Update to Council on progress to date and seeking direction on final BerkDOT organizational structure (enhanced division, BerkDOTI, or stand-alone BerkDOT), civilian traffic enforcement unit, and equity policies.

Jun 2025  Final report closing BerkDOT referral.
Questions and Comments

1. What’s missing?
2. Areas for future research or due diligence?
3. Which of the organizational approaches seem most likely to succeed?
4. Input on the [draft] phased plan?